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ABSTRACT

This report presents detailed tabulations for academic year 1997-98 of the number, tenure, and average salaries of full-time instructional faculty on 9- and 10-month contracts at institutions of higher education eligible for Title IV financial aid. Data are from the Integrated Postsecondary Education Data system. Highlights of the 13 tables include the following: salaries of full-time instructional faculty averaged $52,335 and varied by rank with an average salary of $68,731 for professors and $32,449 for instructors; salaries at two-year public institutions averaged $11,000 higher than those at two-year private institutions; 60 percent of the total faculty were tenured, and 71 percent were male; average faculty salaries for all ranks combined were higher than for faculty in public degree-granting institutions; states with high average salaries in public institutions included California, Connecticut, and New Jersey whereas the states with the lowest salaries in public institutions were North Dakota and South Dakota; faculty in four-year, degree-granting institutions averaged over $8,000 more per year than those in two-year institutions; on average, male faculty earned $10,300 more than female faculty. Appended are a description of the salary survey, methodology, and the survey itself. (DB)

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NATIONAL CENTER FOR EDUCATION STATISTICS

E.D. Tabs

August 1999

Salaries and Tenure of Full-Time Instructional Faculty on 9- and 10-Month Contracts 1997-1998

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E.D. Tabs August 1999

Salaries and Tenure of Full-Time Instructional Faculty on 9- and 10-Month Contracts 1997-1998

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Salaries of Full-Time Instructional Faculty 1997-98

Highlights

This report presents detailed tabulations for academic year 1997-98 of the number, tenure and average salaries of full-time instructional faculty on 9- and 10-month contracts. These data are from the Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty on 9- and 10-month and 11- and 12-month contracts survey, a component of the Integrated Postsecondary Education Data System (IPEDS) of the U.S. Department of Education's National Center for Education Statistics (NCES).

The U.S. Department of Education, National Center for Education Statistics, has collected data on full-time instructional faculty since 1968. From 1968 to 1985, these data were collected under the Higher Education General Information Surveys (HEGIS). HEGIS was limited to higher education institutions that were accredited at the college level by an agency recognized by the Secretary of Education. In 1986, HEGIS was superseded by the Integrated Postsecondary Education Data System (IPEDS), which collects data from all postsecondary institutions. Although, IPEDS encompasses the entire spectrum of postsecondary education institutions, data on the number, salary, tenure, and fringe benefits of full-time instructional faculty have been collected only from the types of institutions that were formerly in the HEGIS universe.

Data in this report present faculty salaries for the 1997-98 academic year at all degree-granting postsecondary institutions that are eligible for Title IV financial aid. The Department of Education no longer distinguishes among institutions based upon accreditation status and NCES cannot obtain updated lists of "higher education" institutions as defined in previous reports. In lieu of this designation, NCES has subset the postsecondary institutional universe on the basis of whether or not institutions grant a degree, information that is available directly from IPEDS data. Additionally, because eligibility for Title IV federal financial aid has reporting implications and is of particular policy interest, the postsecondary institution universe is further subdivided into those schools that are eligible for Title IV federal financial aid and those that are not eligible. Title IV eligibility is based on lists of eligible institutions maintained by the Office of Postsecondary Education, U.S. Department of Education.

Average Faculty Salaries in 1997-98

In 1997-98, the salaries of full-time instructional faculty on 9- and 10-month contracts averaged $52, 335 in degree granting institutions for all ranks combined (tables 1 and 5). Average salaries varied by academic rank and ranged from $68,731 for professors to $32,449 for instructors on 9- and 10- month contracts.

For all ranks combined, average salaries were $11,000 higher at 2-year public institutions than those at 2-year private non-profit institutions. When examined by academic rank the difference increased to about $15,400 difference for professors, and about $12,300 for associate professors and almost $9,300 for assistant professors (table 1).

In 1997-98, degree-granting institutions reported that 60 percent of the total faculty on 9- and 10-month contracts were tenured (233,336 out of 386,495). When examined by gender, men comprised 71 percent of the tenured faculty at degree granting institutions. California reported that 74 percent of its 37,048 full-time instructional faculty on 9- and 10-month contracts were tenured. California also reported the largest number of full-time instructional faculty at degree granting institutions (tables 2 through 4).

Average salaries for all ranks combined for faculty in private degree-granting institutions were higher than for faculty in public degree-granting institutions. By rank, however, only professors and lecturers earned more in private non-profit institutions than in public. Associate and assistant professors, instructors, and those with no academic rank had higher average salaries in public institutions than in private non-profit institutions (tables 6 and 7).

The salaries of full-time instructional faculty on 9- and 10-month contracts in public institutions in California, Connecticut and New Jersey averaged over $60,000 per year. In contrast, the salaries of full-time instructional faculty on 9- and 10-month contracts in public institutions in North Dakota and South Dakota were under $40,000 per year (table 6).

Faculty in 4-year, degree-granting institutions had significantly higher salaries than those in 2-year degree-granting institutions. On average, faculty in 4-year schools earned over $8,000 more per year than those in 2-year institutions. Those faculty in the academic ranks of professor, associate professor, and assistant professor had higher average salaries in 4-year institutions than in 2-year institutions; while those faculty in the ranks of instructor and lecturer, and those with no academic rank had higher average salaries in 2-year than in 4-year institutions (tables 8 through 11).

Among the states, average salaries for full-time instructional faculty in public 4-year degree granting institutions were higher in California than in any other state. South Dakota was the only state where full-time instructional faculty in public 4-year institutions earned an average salary of less than $40,000 (table 11).

At degree granting institutions male faculty earned about $10,300 more than female faculty, all ranks combined. This disparity is greater than any difference within a rank because relatively few women are reported in the senior faculty ranks. Within faculty ranks, the differential between men's and women's salaries was highest among professors and decreased with decreasing rank. Among professors, men's salaries averaged about $8,500 more than women's salaries; among associate professors, the difference in average salaries was about $3,400; among assistant professors, it was about $2,500; and among instructors it was less than $1,100 (tables 12 and 13).

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Table 1.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in Title IV eligible degree granting institutions, by academic rank, level and control: Academic year 1997-98

Control and level	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total	$52,335	$68,731	$50,828	$41,830	$32,449	$35,484	$45,268
4-year	54,211	70,441	51,351	42,105	31,787	35,431	38,644
2-year	45,652	54,323	45,811	39,306	34,238	36,608	45,801
Public	51,638	66,937	50,948	42,147	32,627	34,608	45,812
4-year	54,114	69,195	51,732	42,582	31,519	34,516	38,614
2-year	45,919	54,488	46,078	39,623	34,713	36,199	45,993
Private							
non-profit	54,169	72,627	50,601	41,266	32,121	38,376	39,002
4-year	54,443	72,747	50,701	41,357	32,325	38,376	39,385
2-year	34,920	39,135	33,721	30,335	26,638	---	37,814
for-profit	27,441	34,422	29,505	23,197	22,036	33,887	28,145
4-year	29,027	34,693	30,173	24,843	28,105	---	29,709
2-year	25,788	*	27,232	22,022	20,883	42,226	22,022

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 2.--The number of tenured full-time instructional faculty, on 9- and 10-month contracts, in Title IV eligible degree granting institutions, by academic rank, level and control: Academic year 1997-98

Control and level	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total	233,336	114,411	79,783	14,167	1,503	140	23,332
4-year	188,465	103,823	73,063	10,347	545	140	547
2-year	44,871	10,588	6,720	3,820	958	0	22,785
Public	170,685	79,469	56,163	10,994	1,437	109	22,513
4-year	126,327	68,941	49,493	7,207	485	109	92
2-year	44,358	10,528	6,670	3,787	952	0	22,421
Private							
Nonprofit	62,638	34,938	23,620	3,173	66	31	810
4-year	62,134	34,878	23,570	3,140	60	31	455
2-year	504	60	50	33	6	0	355
For-profit	13	4	0	0	0	0	9
4-year	4	4	0	0	0	0	0
2-year	9	0	0	0	0	0	9

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 3.--Number of full-time instructional faculty, on 9- and 10-month contracts, in Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	386,495	121,173	96,410	87,414	20,044	9,226	52,228
Alabama	6,086	1,252	1,437	1,389	502	55	1,451
Alaska	688	185	211	219	29	30	14
Arizona	5,556	1,409	1,149	813	155	216	1,814
Arkansas	3,639	796	770	854	444	33	742
California	37,048	13,965	5,897	4,805	806	667	10,908
Colorado	5,644	2,031	1,421	1,172	294	95	631
Connecticut	5,129	2,114	1,385	1,320	172	113	25
Delaware	1,289	354	387	263	74	18	193
District of Columbia	3,151	1,159	987	747	168	63	27
Florida	12,278	4,017	3,115	2,642	997	133	1,374
Georgia	8,983	2,268	2,610	3,211	694	86	114
Hawaii	1,718	562	443	456	257	0	0
Idaho	2,052	515	403	419	111	12	592
Illinois	18,133	4,869	3,856	3,572	714	352	4,770
Indiana	9,705	2,932	2,764	2,600	445	302	662
Iowa	5,486	1,616	1,463	1,285	329	15	778
Kansas	4,950	1,130	1,134	1,046	194	57	1,389
Kentucky	5,510	1,643	1,847	1,560	312	134	14
Louisiana	6,547	1,759	1,655	1,930	1,071	34	98
Maine	1,840	437	595	441	48	28	291
Maryland	6,685	2,291	1,877	1,667	302	315	233
Massachusetts	14,979	6,718	3,949	3,184	430	439	259
Michigan	12,680	4,070	3,101	2,560	310	485	2,154
Minnesota	8,555	2,312	1,785	1,545	318	21	2,574
Mississippi	4,497	736	671	889	363	73	1,765
Missouri	7,868	2,285	2,122	2,193	473	94	701
Montana	1,645	477	383	403	129	8	245
Nebraska	3,046	775	778	817	133	91	452
Nevada	1,470	535	323	269	180	82	81
New Hampshire	2,058	826	694	474	45	6	13
New Jersey	8,651	3,106	2,393	2,451	501	151	49
New Mexico	2,474	654	627	648	141	109	295
New York	30,812	11,657	8,747	7,340	1,271	1,181	616
North Carolina	10,325	2,858	2,644	2,427	291	483	1,622
North Dakota	1,431	233	444	492	127	76	59
Ohio	15,681	5,037	5,031	4,283	874	122	334
Oklahoma	4,833	1,243	1,062	1,365	505	43	615
Oregon	4,800	1,117	949	805	227	45	1,657
Pennsylvania	20,646	6,863	6,140	5,876	1,267	319	181
Rhode Island	2,556	1,139	748	554	64	51	0
South Carolina	5,945	1,471	1,324	1,192	369	89	1,500
South Dakota	1,440	301	330	412	155	*	239
Tennessee	7,826	2,520	2,356	2,081	770	55	44
Texas	23,550	6,399	5,115	4,947	1,418	1,558	4,113
Utah	3,768	1,223	1,038	954	225	78	250
Vermont	1,495	481	431	328	57	73	125
Virginia	10,135	3,225	3,287	2,741	694	118	70
Washington	7,732	1,901	1,355	1,241	250	205	2,780
West Virginia	2,591	839	803	734	174	40	*
Wisconsin	9,873	2,664	2,181	1,632	97	303	2,996
Wyoming	1,016	204	193	166	68	67	318

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 4.--Total number of full-time instructional faculty on 9- and 10-month contracts, in Title IV eligible degree granting institutions, by tenure status, state and sex: Academic year 1997-98

STATE	Men with tenure	Total men	Women with tenure	Total women	Faculty with tenure	Total faculty	Percent faculty with tenure
50 States and D.C.	165,922	245,200	67,414	141,295	233,336	386,495	60.4
Alabama	2,582	3,739	1,289	2,347	3,871	6,086	63.6
Alaska	265	426	124	262	389	688	56.5
Arizona	2,365	3,456	1,042	2,100	3,407	5,556	61.3
Arkansas	1,195	2,193	435	1,446	1,630	3,639	44.8
California	18,586	23,648	8,888	13,400	27,474	37,048	74.2
Colorado	2,555	3,734	840	1,910	3,395	5,644	60.2
Connecticut	2,404	3,354	940	1,775	3,344	5,129	65.2
Delaware	506	777	192	512	698	1,289	54.2
District of Columbia	1,418	1,993	596	1,158	2,014	3,151	63.9
Florida	5,399	7,781	2,599	4,497	7,998	12,278	65.1
Georgia	3,191	5,385	1,396	3,598	4,587	8,983	51.1
Hawaii	798	1,072	378	646	1,176	1,718	68.5
Idaho	986	1,462	288	590	1,274	2,052	62.1
Illinois	8,511	11,617	3,616	6,516	12,127	18,133	66.9
Indiana	4,097	6,298	1,314	3,407	5,411	9,705	55.8
Iowa	2,249	3,496	852	1,990	3,101	5,486	56.5
Kansas	2,102	3,175	865	1,775	2,967	4,950	59.9
Kentucky	2,343	3,342	1,142	2,168	3,485	5,510	63.2
Louisiana	2,516	3,935	1,075	2,612	3,591	6,547	54.8
Maine	702	1,164	273	676	975	1,840	53.0
Maryland	2,744	4,094	1,108	2,591	3,852	6,685	57.6
Massachusetts	6,714	9,594	2,812	5,385	9,526	14,979	63.6
Michigan	5,665	8,376	1,974	4,304	7,639	12,680	60.2
Minnesota	2,905	5,389	1,187	3,166	4,092	8,555	47.8
Mississippi	947	2,360	318	2,137	1,265	4,497	28.1
Missouri	3,170	5,041	1,106	2,827	4,276	7,868	54.3
Montana	680	1,102	216	543	896	1,645	54.5
Nebraska	1,231	1,970	355	1,076	1,586	3,046	52.1
Nevada	647	962	246	508	893	1,470	60.7
New Hampshire	815	1,306	315	752	1,130	2,058	54.9
New Jersey	4,108	5,434	1,961	3,217	6,069	8,651	70.2
New Mexico	890	1,525	367	949	1,257	2,474	50.8
New York	14,545	19,669	6,332	11,143	20,877	30,812	67.8
North Carolina	3,784	6,369	1,284	3,956	5,068	10,325	49.1
North Dakota	512	931	173	500	685	1,431	47.9
Ohio	7,423	10,102	2,887	5,579	10,310	15,681	65.7
Oklahoma	1,777	3,076	676	1,757	2,453	4,833	50.8
Oregon	1,752	2,890	857	1,910	2,609	4,800	54.4
Pennsylvania	9,786	13,415	3,781	7,231	13,567	20,646	65.7
Rhode Island	1,199	1,668	501	888	1,700	2,556	66.5
South Carolina	2,048	3,701	631	2,244	2,679	5,945	45.1
South Dakota	464	932	149	508	613	1,440	42.6
Tennessee	3,388	5,005	1,391	2,821	4,779	7,826	61.1
Texas	8,749	14,739	3,092	8,811	11,841	23,550	50.3
Utah	1,766	2,676	470	1,092	2,236	3,768	59.3
Vermont	658	946	233	549	891	1,495	59.6
Virginia	3,893	6,504	1,217	3,631	5,110	10,135	50.4
Washington	3,591	4,880	1,612	2,852	5,203	7,732	67.3
West Virginia	1,122	1,624	456	967	1,578	2,591	60.9
Wisconsin	3,744	6,227	1,417	3,646	5,161	9,873	52.3
Wyoming	435	646	146	370	581	1,016	57.2

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS, IPEDS "Salaries Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 5.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$52,335	$68,731	$50,828	$41,830	$32,449	$35,484	$45,268
Alabama	42,623	57,650	44,630	37,475	29,136	28,230	37,810
Alaska	50,323	63,573	51,876	42,181	36,725	36,185	37,649
Arizona	54,270	72,098	52,924	43,755	28,458	36,534	50,305
Arkansas	40,769	55,144	44,301	37,516	29,013	21,931	33,298
California	61,445	74,949	56,322	46,453	41,307	46,096	55,956
Colorado	51,259	65,424	50,068	41,597	32,636	31,589	37,931
Connecticut	62,828	80,729	56,862	45,959	36,969	45,297	27,468
Delaware	59,204	82,313	59,320	46,829	37,060	35,401	44,156
District of Columbia	60,982	81,562	55,283	45,327	36,936	32,495	35,139
Florida	48,972	61,430	48,155	41,091	33,990	33,282	41,945
Georgia	49,710	67,309	50,678	41,319	31,682	34,137	35,253
Hawaii	53,447	67,444	53,368	45,632	36,846	---	---
Idaho	44,230	53,609	44,231	38,748	30,936	29,790	42,734
Illinois	54,478	73,613	52,048	43,579	30,038	30,860	50,476
Indiana	50,061	67,495	49,539	41,216	28,686	33,139	31,846
Iowa	48,638	64,986	48,490	39,376	32,032	37,054	37,502
Kansas	43,207	58,627	44,481	37,443	30,402	29,801	36,303
Kentucky	44,994	58,158	43,634	37,550	28,821	28,239	29,716
Louisiana	45,204	61,816	46,852	38,839	28,740	23,423	32,049
Maine	45,794	60,592	47,062	37,872	31,854	36,750	36,155
Maryland	52,748	67,998	50,505	42,196	36,176	32,308	45,485
Massachusetts	61,423	75,341	55,929	46,607	34,528	46,191	36,783
Michigan	55,658	69,270	53,317	44,032	35,062	33,801	55,011
Minnesota	49,488	65,029	48,710	39,582	31,990	29,704	44,339
Mississippi	41,264	56,033	45,617	38,188	29,078	22,998	38,263
Missouri	48,490	63,922	49,301	40,040	32,701	30,281	35,260
Montana	42,084	53,773	43,688	37,089	31,752	22,010	31,135
Nebraska	45,754	62,502	47,669	38,376	31,188	27,254	35,089
Nevada	53,588	64,307	56,625	45,461	38,754	36,966	47,458
New Hampshire	52,273	63,641	48,876	40,249	30,990	39,517	29,259
New Jersey	62,568	82,220	60,766	46,822	35,005	39,274	46,036
New Mexico	42,969	56,854	44,642	37,125	30,572	31,040	31,800
New York	58,156	74,413	55,107	44,575	34,360	40,124	39,329
North Carolina	48,984	67,523	49,556	41,068	31,381	34,833	34,603
North Dakota	38,427	50,175	40,428	36,331	30,131	26,967	27,076
Ohio	51,895	67,346	50,268	41,029	32,372	29,856	41,869
Oklahoma	43,955	57,346	45,949	39,396	31,419	26,228	35,098
Oregon	46,591	59,609	46,014	38,934	32,033	26,094	44,418
Pennsylvania	56,451	74,225	54,812	44,269	34,260	33,878	28,738
Rhode Island	56,456	68,472	51,666	42,690	31,920	38,667	---
South Carolina	43,517	60,567	46,151	37,911	28,936	33,495	33,108
South Dakota	37,023	47,706	39,520	33,851	27,944	*	31,676
Tennessee	46,137	61,394	44,420	36,674	29,033	30,376	30,779
Texas	48,210	65,006	48,336	40,528	32,131	32,725	42,569
Utah	47,627	60,681	46,240	39,290	32,992	30,069	39,988
Vermont	46,908	61,214	45,676	37,881	30,192	36,010	33,777
Virginia	50,471	65,032	49,255	40,569	31,971	35,628	32,883
Washington	47,637	64,052	48,492	41,790	37,829	37,286	40,252
West Virginia	42,345	52,205	42,301	35,106	28,597	29,258	*
Wisconsin	50,831	62,225	47,648	40,789	32,627	33,658	50,814
Wyoming	40,186	55,170	44,095	38,014	26,891	29,961	34,333

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 6.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$51,638	$66,937	$50,948	$42,147	$32,627	$34,608	$45,812
Alabama	43,321	59,335	45,496	38,813	29,819	28,767	37,996
Alaska	51,080	64,631	52,542	42,703	37,250	36,185	37,649
Arizona	54,622	72,905	53,072	44,254	28,949	36,650	50,339
Arkansas	41,319	57,980	45,869	38,673	29,594	21,344	33,493
California	61,086	73,236	56,708	46,874	43,181	46,308	56,156
Colorado	50,854	64,925	49,661	41,485	32,677	29,044	38,111
Connecticut	61,529	76,283	58,825	45,515	36,740	50,768	---
Delaware	59,493	83,429	59,235	47,378	36,450	39,967	44,156
District of Columbia	48,708	61,906	48,403	39,452	*	*	---
Florida	49,007	60,282	48,757	41,958	34,254	35,247	42,166
Georgia	50,240	68,373	51,810	42,176	32,027	35,826	35,828
Hawaii	53,820	68,418	53,536	46,021	36,737	---	---
Idaho	44,099	53,851	44,403	38,835	30,954	---	36,787
Illinois	52,751	69,261	51,265	43,023	26,554	28,952	51,349
Indiana	49,714	68,689	50,174	41,990	27,569	33,491	31,850
Iowa	52,612	72,210	53,174	44,362	34,517	---	37,747
Kansas	44,929	61,761	46,785	39,709	30,515	29,801	36,714
Kentucky	46,724	60,872	44,730	38,970	29,926	28,507	46,152
Louisiana	43,710	59,992	45,883	38,482	28,655	17,398	32,094
Maine	44,739	57,109	46,602	37,893	31,681	36,712	36,246
Maryland	51,990	65,536	50,755	42,271	34,135	31,925	36,842
Massachusetts	53,760	59,788	53,114	42,801	32,698	41,792	36,329
Michigan	57,810	72,205	55,279	46,038	36,574	33,231	55,866
Minnesota	50,790	66,972	50,658	41,582	30,669	---	44,529
Mississippi	41,785	57,692	47,448	39,240	29,730	23,083	38,308
Missouri	48,769	63,249	50,597	40,943	33,416	26,441	35,873
Montana	43,432	55,138	45,264	38,126	32,180	28,780	31,582
Nebraska	47,032	64,832	49,854	40,251	31,319	27,254	35,032
Nevada	53,691	64,361	56,946	45,607	38,754	36,966	47,458
New Hampshire	50,446	57,752	48,941	39,735	31,495	*	32,403
New Jersey	62,227	80,681	62,261	47,553	35,381	38,262	57,208
New Mexico	43,438	57,513	44,897	37,446	30,704	31,050	31,546
New York	55,838	69,086	53,541	43,510	34,890	40,878	*
North Carolina	50,569	71,194	52,323	44,186	39,093	34,218	34,540
North Dakota	39,041	50,841	40,835	36,835	30,220	26,967	28,509
Ohio	53,476	70,005	51,885	42,350	32,880	30,187	43,201
Oklahoma	44,258	57,470	46,651	40,274	32,390	24,879	35,103
Oregon	46,068	58,581	45,953	39,929	31,702	24,619	44,439
Pennsylvania	57,079	73,608	56,626	45,398	34,804	33,003	39,541
Rhode Island	53,656	61,958	49,161	39,428	26,704	---	---
South Carolina	44,552	63,379	48,506	39,877	29,448	33,866	33,154
South Dakota	37,525	48,515	40,074	34,740	27,881	---	31,732
Tennessee	45,912	59,587	44,452	36,751	29,180	32,646	---
Texas	47,310	63,849	47,915	40,711	32,634	32,503	42,622
Utah	45,497	58,276	44,682	37,910	32,720	30,102	38,165
Vermont	47,448	59,536	46,499	36,556	*	34,189	40,520
Virginia	51,537	66,406	50,110	41,577	32,514	36,336	*
Washington	47,531	65,090	49,183	42,924	38,614	37,677	40,583
West Virginia	43,302	53,099	42,941	35,665	28,289	29,258	*
Wisconsin	52,301	63,609	48,579	42,810	38,589	34,537	50,953
Wyoming	40,186	55,170	44,095	38,014	26,891	29,961	34,333

---Data not applicable.
*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education National Center Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 7.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private non-profit Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$54,169	$72,627	$50,601	$41,266	$32,121	$38,376	$39,002
Alabama	38,827	51,371	39,567	33,378	26,284	25,075	26,259
Alaska	38,960	45,045	40,831	35,106	34,712	---	---
Arizona	46,480	58,324	50,577	37,603	26,231	*	30,051
Arkansas	37,902	46,284	38,853	32,463	24,217	24,572	15,438
California	63,208	81,258	55,532	45,617	40,047	44,514	47,118
Colorado	54,239	68,978	52,721	42,267	31,999	36,154	31,025
Connecticut	64,667	85,709	54,474	46,369	37,598	42,943	*
Delaware	56,224	70,267	59,855	36,272	42,895	32,495	---
District of Columbia	61,414	81,855	55,403	45,480	36,978	32,442	*
Florida	48,975	65,954	46,417	38,845	32,299	32,243	41,270
Georgia	48,331	64,905	47,389	38,564	30,266	32,103	38,228
Hawaii	49,215	55,689	51,716	42,401	41,367	---	---
Idaho	44,649	49,240	40,771	35,783	*	29,790	45,250
Illinois	57,638	78,863	52,922	44,135	34,423	39,284	41,932
Indiana	50,813	65,413	48,345	39,836	31,817	30,275	33,800
Iowa	42,146	53,797	41,696	34,885	28,179	37,054	31,788
Kansas	32,650	38,154	33,913	30,152	29,965	---	25,945
Kentucky	38,698	48,240	38,893	33,305	25,617	24,010	20,584
Louisiana	52,441	68,903	50,090	40,647	30,506	36,020	*
Maine	48,722	67,828	48,312	37,843	32,144	*	39,781
Maryland	55,407	77,288	49,327	41,902	43,765	34,389	45,752
Massachusetts	65,812	87,342	57,187	48,165	36,105	47,827	36,952
Michigan	44,341	53,514	44,733	37,659	31,479	47,052	34,189
Minnesota	46,296	60,554	46,178	37,495	33,028	29,704	32,126
Mississippi	37,110	48,509	37,617	33,320	26,300	22,514	22,244
Missouri	47,956	65,230	46,723	38,653	30,893	33,519	31,256
Montana	34,423	42,615	36,640	31,494	27,168	15,241	29,201
Nebraska	41,807	54,801	42,432	34,894	30,949	---	43,499
Nevada	41,051	*	42,161	32,547	---	---	---
New Hampshire	55,365	73,238	49,661	41,232	30,160	43,420	24,230
New Jersey	63,562	85,538	56,124	44,690	33,701	40,385	41,548
New Mexico	35,906	44,454	38,218	32,373	26,069	*	33,012
New York	60,889	80,217	56,619	45,724	34,175	39,102	42,647
North Carolina	45,390	60,468	43,796	36,424	28,983	40,048	35,883
North Dakota	33,808	42,668	36,994	33,072	29,086	---	25,258
Ohio	48,428	61,805	46,462	38,310	31,749	27,807	28,850
Oklahoma	42,738	56,901	43,634	35,678	27,848	34,544	35,062
Oregon	48,442	61,550	46,150	37,380	33,296	31,995	39,361
Pennsylvania	55,805	74,964	52,652	43,065	33,160	35,540	22,340
Rhode Island	58,551	74,907	53,280	45,040	32,176	38,667	---
South Carolina	39,120	50,728	38,148	33,489	27,327	30,570	31,405
South Dakota	35,169	43,837	37,669	31,317	28,275	20,962	*
Tennessee	46,643	65,452	44,334	36,530	28,644	29,932	30,779
Texas	52,178	68,506	49,732	39,908	29,503	34,169	28,935
Utah	52,976	65,956	49,881	43,011	34,911	*	43,119
Vermont	46,437	62,804	44,760	38,918	30,253	46,269	31,892
Virginia	47,221	60,503	46,189	37,499	29,087	32,994	20,510
Washington	48,061	61,055	47,304	39,803	35,345	31,004	21,825
West Virginia	37,106	44,948	38,547	33,034	29,821	---	---
Wisconsin	44,906	56,164	45,489	37,720	30,328	29,011	39,391
Wyoming	---	---	---	---	---	---	---

---Data not applicable.
*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education National Center Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 8.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$54,211	$70,441	$51,351	$42,105	$31,787	$35,431	$38,644
Alabama	44,137	57,650	44,630	37,475	29,136	28,230	*
Alaska	50,221	63,537	51,842	42,181	36,725	36,185	37,649
Arizona	56,042	72,098	52,924	43,755	28,458	36,534	33,572
Arkansas	43,111	55,261	44,462	37,892	29,076	21,931	---
California	64,501	76,560	56,114	46,186	37,474	45,908	48,366
Colorado	53,738	67,159	50,740	42,228	32,902	31,589	35,112
Connecticut	64,816	83,193	57,566	46,346	37,544	45,497	*
Delaware	61,854	82,313	59,320	46,829	37,060	35,401	---
District of Columbia	60,982	81,562	55,283	45,327	36,936	32,495	35,139
Florida	52,209	67,457	49,128	41,917	33,331	33,282	41,048
Georgia	51,265	68,428	51,438	42,110	31,649	34,137	33,808
Hawaii	57,612	71,201	55,224	46,908	35,662	---	---
Idaho	44,714	54,030	44,399	38,931	30,694	29,790	37,810
Illinois	55,509	73,641	52,065	43,621	30,164	30,860	40,613
Indiana	51,702	68,447	49,843	41,348	28,562	33,139	33,800
Iowa	51,455	66,818	49,175	39,708	31,724	37,054	32,935
Kansas	45,939	59,021	44,628	37,551	30,516	29,801	37,022
Kentucky	46,626	59,763	46,097	38,133	28,593	28,239	29,716
Louisiana	46,293	62,364	47,538	39,314	28,763	23,423	*
Maine	47,564	60,592	47,062	37,872	31,854	36,750	44,089
Maryland	54,914	73,422	52,335	43,820	38,487	32,349	46,016
Massachusetts	64,020	81,506	56,842	47,344	35,006	46,191	36,662
Michigan	55,701	70,161	53,337	43,837	34,489	33,801	35,825
Minnesota	51,654	65,029	48,710	39,582	31,990	29,704	26,528
Mississippi	43,390	56,248	45,674	38,322	29,371	22,998	25,073
Missouri	49,848	65,108	49,383	40,115	32,419	30,561	31,599
Montana	43,742	53,773	43,688	37,089	31,752	22,010	30,822
Nebraska	47,613	62,502	47,687	38,376	31,273	27,254	37,727
Nevada	57,333	75,320	56,625	45,461	26,712	36,966	*
New Hampshire	54,429	69,416	50,143	40,756	31,737	39,517	32,403
New Jersey	64,260	84,287	60,850	46,680	33,065	39,674	50,500
New Mexico	46,314	60,133	45,672	37,937	29,078	31,916	32,987
New York	59,651	76,801	55,855	45,138	34,558	39,802	39,971
North Carolina	50,983	67,680	49,674	41,106	31,593	34,833	38,890
North Dakota	39,899	50,276	41,724	36,603	30,887	27,067	---
Ohio	53,530	68,758	50,846	41,317	31,910	31,283	30,616
Oklahoma	45,843	59,729	46,299	38,969	30,700	26,228	34,991
Oregon	47,956	59,922	46,050	38,952	31,875	26,094	35,714
Pennsylvania	57,246	76,479	55,396	44,443	34,262	33,919	18,582
Rhode Island	57,993	71,196	52,671	44,072	32,176	38,667	---
South Carolina	47,102	60,918	46,316	37,999	28,982	33,495	29,262
South Dakota	37,744	48,121	39,520	33,851	27,944	20,962	27,854
Tennessee	48,287	62,296	46,320	37,562	29,139	30,376	30,779
Texas	50,894	67,820	49,241	41,044	31,606	32,754	37,072
Utah	49,384	61,749	46,978	40,061	33,241	29,683	42,178
Vermont	47,642	61,214	45,781	38,384	34,792	36,010	35,306
Virginia	52,700	67,637	51,086	41,502	31,779	35,628	33,058
Washington	51,447	64,052	48,492	41,827	33,151	37,286	38,424
West Virginia	42,758	52,741	42,637	35,388	28,676	30,685	---
Wisconsin	51,111	62,613	48,111	40,908	32,630	33,658	39,391
Wyoming	46,941	58,437	46,033	41,055	43,305	29,961	---

---Data not applicable.
*Number of faculty reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 9.–Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year public Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$54,114	$69,195	$51,732	$42,582	$31,519	$34,516	$38,614
Alabama	45,377	59,335	45,496	38,813	29,819	28,767	*
Alaska	50,979	64,618	52,513	42,702	37,250	36,185	37,649
Arizona	56,693	72,905	53,072	44,254	28,949	36,650	34,052
Arkansas	44,311	58,112	46,008	39,108	29,722	21,344	---
California	64,982	75,046	56,407	46,475	35,212	46,308	49,282
Colorado	53,655	66,882	50,417	42,221	32,968	29,044	36,833
Connecticut	64,812	80,445	60,585	46,033	37,551	51,802	---
Delaware	62,507	83,429	59,235	47,378	36,450	39,967	---
District of Columbia	48,708	61,906	48,403	39,452	*	*	---
Florida	53,761	68,080	50,337	43,526	33,746	35,247	---
Georgia	52,247	69,863	52,891	43,315	31,919	35,826	---
Hawaii	58,800	72,951	55,722	47,890	35,269	---	---
Idaho	45,186	54,309	44,586	39,030	30,712	---	35,353
Illinois	53,317	69,261	51,265	43,023	26,554	28,952	29,260
Indiana	52,079	70,340	50,579	42,119	27,309	33,491	---
Iowa	59,685	76,372	54,857	45,656	35,709	---	---
Kansas	48,862	62,292	47,000	39,891	30,666	29,801	41,071
Kentucky	49,378	63,464	48,465	40,002	30,468	28,507	46,152
Louisiana	44,864	60,606	46,680	39,023	28,664	17,398	---
Maine	46,803	57,109	46,602	37,893	31,681	36,712	---
Maryland	54,641	71,735	53,295	44,491	35,869	31,966	*
Massachusetts	58,931	69,125	55,783	44,373	31,475	41,792	---
Michigan	58,474	73,481	55,400	45,856	35,947	33,231	36,235
Minnesota	55,260	66,972	50,658	41,582	30,669	---	---
Mississippi	44,522	57,692	47,448	39,240	29,730	23,083	---
Missouri	50,960	64,907	50,791	41,097	33,195	26,790	32,737
Montana	45,397	55,138	45,264	38,126	32,180	28,780	---
Nebraska	49,951	64,832	49,883	40,251	31,452	27,254	*
Nevada	57,537	75,496	56,946	45,607	26,712	36,966	*
New Hampshire	54,045	66,290	51,232	40,835	33,014	*	32,403
New Jersey	64,640	83,521	62,995	47,646	32,560	38,921	60,943
New Mexico	47,260	61,117	46,010	38,385	29,309	31,947	32,917
New York	57,666	71,603	54,453	43,969	34,594	40,325	---
North Carolina	53,669	71,194	52,323	44,186	39,093	34,218	39,369
North Dakota	40,545	50,958	42,507	37,241	31,187	27,067	---
Ohio	56,314	72,590	53,049	43,154	32,040	32,567	33,700
Oklahoma	46,754	60,608	46,890	39,864	31,615	24,879	---
Oregon	47,695	59,020	46,001	40,014	31,418	24,619	31,459
Pennsylvania	58,310	77,733	57,773	45,739	34,811	32,980	34,772
Rhode Island	57,006	66,085	51,544	42,170	---	---	---
South Carolina	49,795	63,939	48,800	40,060	29,523	33,866	*
South Dakota	38,542	49,038	40,074	34,740	27,881	---	25,832
Tennessee	49,133	60,737	47,404	38,209	29,312	32,646	---
Texas	50,381	67,537	49,046	41,406	32,293	32,537	38,318
Utah	47,528	59,648	45,542	38,700	32,858	29,718	34,707
Vermont	47,448	59,536	46,499	36,556	*	34,189	40,620
Virginia	54,927	70,239	52,921	43,233	32,510	36,336	---
Washington	52,971	65,090	49,183	43,046	31,620	37,677	43,237
West Virginia	43,865	53,773	43,375	36,065	28,353	30,685	---
Wisconsin	53,713	64,144	49,372	43,125	38,830	34,537	---
Wyoming	46,941	58,437	46,033	41,055	43,305	29,961	---

---Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 10.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$45,919	$54,488	$46,078	$39,623	$34,713	$36,199	$45,993
Alabama	37,964	---	---	---	---	---	37,964
Alaska	61,909	65,188	*	---	---	---	---
Arizona	50,539	---	---	---	---	---	50,539
Arkansas	33,305	42,169	35,572	32,808	28,279	---	33,493
California	56,462	61,818	57,973	49,804	47,278	---	56,174
Colorado	37,875	41,626	37,487	31,031	30,201	---	38,195
Connecticut	50,780	61,582	50,135	43,871	36,486	*	---
Delaware	44,156	---	---	---	---	---	44,156
District of Columbia	---	---	---	---	---	---	---
Florida	42,521	47,947	43,264	37,561	34,579	---	42,166
Georgia	39,390	49,495	44,180	37,238	32,308	---	35,828
Hawaii	45,628	55,900	47,946	43,709	37,517	---	---
Idaho	37,556	44,596	39,887	36,093	32,111	---	37,168
Illinois	51,793	---	---	---	---	---	51,793
Indiana	35,913	49,839	42,194	38,005	31,568	---	31,850
Iowa	37,460	41,738	36,642	32,942	32,612	---	37,747
Kansas	36,453	39,654	32,691	29,491	27,352	---	36,562
Kentucky	36,621	45,959	35,849	32,416	29,269	---	---
Louisiana	34,621	46,297	39,481	33,394	28,606	---	32,094
Maine	36,246	---	---	---	---	---	36,246
Maryland	46,934	55,945	45,728	37,751	32,084	29,768	38,191
Massachusetts	42,039	44,926	37,693	35,967	33,437	---	36,329
Michigan	55,608	54,190	52,801	50,834	40,831	---	56,303
Minnesota	44,529	---	---	---	---	---	44,529
Mississippi	38,308	---	---	---	---	---	38,308
Missouri	41,499	54,348	49,132	39,413	34,046	21,786	35,931
Montana	31,582	---	---	---	---	---	31,582
Nebraska	35,029	---	*	---	*	---	35,065
Nevada	46,323	51,173	---	---	39,027	---	47,583
New Hampshire	35,625	38,036	32,199	28,737	26,935	---	---
New Jersey	56,444	71,820	60,466	47,330	36,985	34,190	34,798
New Mexico	33,094	37,556	36,939	32,571	31,557	29,928	31,437
NewYork	52,540	64,628	51,223	42,741	34,981	42,443	27,000
North Carolina	32,128	---	---	---	---	---	32,128
North Dakota	33,459	*	36,632	34,408	29,202	*	28,509
Ohio	43,966	55,546	46,173	39,862	33,607	28,332	43,872
Oklahoma	37,045	38,801	34,711	42,075	34,960	---	35,112
Oregon	44,265	48,677	45,212	38,408	32,926	---	44,486
Pennsylvania	50,184	57,048	49,358	42,713	34,750	33,229	40,872
Rhode Island	43,329	50,511	36,683	32,814	26,704	---	---
South Carolina	33,653	48,316	39,693	33,211	26,882	---	33,148
South Dakota	32,530	27,318	---	---	---	---	32,695
Tennessee	36,041	46,839	38,936	32,148	29,041	---	---
Texas	41,623	46,497	41,219	37,220	32,990	29,936	42,631
Utah	37,374	43,865	39,161	34,688	32,495	31,688	38,582
Vermont	---	---	---	---	---	---	---
Virginia	40,629	47,389	42,059	37,012	32,521	---	26,950
Washington	40,565	---	---	40,703	44,397	---	40,408
West Virginia	35,588	44,084	35,345	29,463	27,761	24,342	35,697
Wisconsin	50,263	50,318	41,677	37,168	*	---	50,953
Wyoming	33,458	38,834	36,909	31,877	25,008	---	34,333

---Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 11.–Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year public Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$45,919	$54,488	$46,078	$39,623	$34,713	$36,199	$45,993
Alabama	37,964	---	---	---	---	---	37,964
Alaska	61,909	65,188	*	---	---	---	---
Arizona	50,539	---	---	---	---	---	50,539
Arkansas	33,305	42,169	35,572	32,808	28,279	---	33,493
California	56,462	61,818	57,973	49,804	47,278	---	56,174
Colorado	37,875	41,626	37,487	31,031	30,201	---	38,195
Connecticut	50,780	61,582	50,135	43,871	36,486	*	---
Delaware	44,156	---	---	---	---	---	44,156
District of Columbia	---	---	---	---	---	---	---
Florida	42,521	47,947	43,264	37,561	34,579	---	42,166
Georgia	39,390	49,495	44,180	37,238	32,308	---	35,828
Hawaii	45,628	55,900	47,946	43,709	37,517	---	---
Idaho	37,556	44,596	39,887	36,093	32,111	---	37,168
Illinois	51,793	---	---	---	---	---	51,793
Indiana	35,913	49,839	42,194	38,005	31,568	---	31,850
Iowa	37,460	41,738	36,642	32,942	32,612	---	37,747
Kansas	36,453	39,654	32,691	29,491	27,352	---	36,562
Kentucky	36,621	45,959	35,849	32,416	29,269	---	---
Louisiana	34,621	46,297	39,481	33,394	28,606	---	32,094
Maine	36,246	---	---	---	---	---	36,246
Maryland	46,934	55,945	45,728	37,751	32,084	29,768	38,191
Massachusetts	42,039	44,926	37,693	35,967	33,437	---	36,329
Michigan	55,608	54,190	52,801	50,834	40,831	---	56,303
Minnesota	44,529	---	---	---	---	---	44,529
Mississippi	38,308	---	---	---	---	---	38,308
Missouri	41,499	54,348	49,132	39,413	34,046	21,786	35,931
Montana	31,582	---	---	---	---	---	31,582
Nebraska	35,029	---	*	---	*	---	35,065
Nevada	46,323	51,173	---	---	39,027	---	47,583
New Hampshire	35,625	38,036	32,199	28,737	26,935	---	---
New Jersey	56,444	71,820	60,466	47,330	36,985	34,190	34,798
New Mexico	33,094	37,556	36,939	32,571	31,557	29,928	31,437
NewYork	52,540	64,628	51,223	42,741	34,981	42,443	27,000
North Carolina	32,128	---	---	---	---	---	32,128
North Dakota	33,459	*	36,632	34,408	29,202	*	28,509
Ohio	43,966	55,546	46,173	39,862	33,607	28,332	43,872
Oklahoma	37,045	38,801	34,711	42,075	34,960	---	35,112
Oregon	44,265	48,677	45,212	38,408	32,926	---	44,486
Pennsylvania	50,184	57,048	49,358	42,713	34,750	33,229	40,872
Rhode Island	43,329	50,511	36,683	32,814	26,704	---	---
South Carolina	33,653	48,316	39,693	33,211	26,882	---	33,148
South Dakota	32,530	27,318	---	---	---	---	32,695
Tennessee	36,041	46,839	38,936	32,148	29,041	---	---
Texas	41,623	46,497	41,219	37,220	32,990	29,936	42,631
Utah	37,374	43,865	39,161	34,688	32,495	31,688	38,582
Vermont	---	---	---	---	---	---	---
Virginia	40,629	47,389	42,059	37,012	32,521	---	26,950
Washington	40,565	---	---	40,703	44,397	---	40,408
West Virginia	35,588	44,084	35,345	29,463	27,761	24,342	35,697
Wisconsin	50,263	50,318	41,677	37,168	*	---	50,953
Wyoming	33,458	38,834	36,909	31,877	25,008	---	34,333

---Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 12.–Average salaries for male full-time instructional faculty, on 9- and 10-month contracts, in Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$56,115	$70,468	$52,041	$43,017	$33,070	$37,481	$46,822
Alabama	45,803	59,171	46,199	38,650	29,291	29,567	38,562
Alaska	52,728	63,797	52,546	44,324	39,203	36,829	39,352
Arizona	57,989	73,182	54,354	45,387	29,507	37,695	50,954
Arkansas	44,216	56,156	44,994	38,622	29,099	22,978	34,008
California	64,683	76,806	57,452	47,931	41,278	48,139	57,167
Colorado	55,116	67,098	51,323	42,801	34,351	34,369	38,822
Connecticut	67,408	83,245	58,123	47,054	38,450	48,112	34,469
Delaware	64,796	84,698	60,384	49,078	40,226	37,260	43,881
District of Columbia	65,623	83,406	55,927	46,723	38,489	32,291	35,243
Florida	52,133	64,321	49,112	41,751	34,493	34,857	43,217
Georgia	53,792	69,322	52,055	42,509	31,249	36,565	37,550
Hawaii	56,735	69,419	54,093	46,626	37,057	---	---
Idaho	46,065	54,215	44,774	40,123	31,932	32,556	44,296
Illinois	58,652	75,335	53,409	45,275	30,207	31,662	52,856
Indiana	54,576	69,303	50,986	42,801	28,982	35,777	32,362
Iowa	52,434	66,842	50,166	40,009	32,183	42,550	38,415
Kansas	46,097	59,383	45,791	38,514	30,542	30,431	37,295
Kentucky	48,263	59,645	44,885	38,400	28,918	28,586	37,960
Louisiana	49,369	63,343	47,843	39,739	28,512	27,949	30,878
Maine	48,343	61,903	47,704	38,303	31,149	44,122	37,003
Maryland	56,719	70,385	51,626	43,576	35,450	34,061	47,751
Massachusetts	66,946	79,742	57,777	48,990	36,619	50,508	38,119
Michigan	59,149	70,755	54,836	45,294	36,108	35,165	56,892
Minnesota	52,292	66,603	49,863	40,607	32,149	31,186	44,614
Mississippi	44,466	57,495	46,740	39,637	29,428	20,848	38,695
Missouri	52,073	65,152	50,509	41,610	32,668	31,679	36,740
Montana	44,196	54,525	44,498	37,299	32,504	19,351	30,767
Nebraska	49,385	63,640	48,933	39,009	30,515	28,795	36,506
Nevada	56,574	67,132	57,709	45,974	39,121	37,583	48,530
New Hampshire	56,627	67,259	50,570	42,327	29,874	*	27,105
New Jersey	67,356	84,619	62,461	48,492	35,208	40,729	48,652
New Mexico	46,018	59,237	45,910	38,017	30,498	31,889	32,650
New York	61,959	75,848	56,521	45,736	34,362	41,306	38,636
North Carolina	53,527	69,038	50,936	42,182	32,184	36,945	36,588
North Dakota	40,500	50,673	41,395	37,239	31,138	29,648	28,300
Ohio	55,781	69,158	51,833	41,821	32,485	30,197	44,427
Oklahoma	46,779	59,644	46,789	39,868	32,242	30,328	35,837
Oregon	49,264	60,614	46,868	40,131	33,026	26,572	46,010
Pennsylvania	60,639	76,237	56,189	45,599	36,033	35,518	30,247
Rhode Island	60,621	70,999	54,222	44,253	32,236	36,110	---
South Carolina	47,258	61,983	47,126	38,550	29,840	36,343	33,764
South Dakota	39,180	48,192	40,296	35,415	28,079	*	32,619
Tennessee	49,928	62,602	46,082	37,268	29,034	31,609	30,624
Texas	52,098	67,180	49,311	41,560	32,730	34,550	43,789
Utah	50,578	61,938	47,686	40,914	34,078	31,691	40,796
Vermont	50,561	62,393	46,698	38,611	31,548	38,147	35,391
Virginia	54,240	67,046	50,444	41,689	32,601	38,784	34,246
Washington	50,453	64,970	49,233	42,676	39,093	38,064	40,923
West Virginia	45,223	53,385	43,770	36,026	28,102	31,348	---
Wisconsin	53,245	63,499	48,690	41,638	30,744	33,638	51,467
Wyoming	43,297	56,382	44,585	38,947	27,209	30,884	36,103

---Data not applicable
*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

Table 13.--Average salaries for female full-time instructional faculty, on 9- and 10-month contracts, in Title IV eligible degree granting institutions, by academic rank and state: Academic year 1997-98

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$45,775	$61,965	$48,597	$40,504	$32,011	$33,918	$43,491
Alabama	37,556	50,513	40,818	36,085	29,038	27,116	37,077
Alaska	46,412	62,853	50,821	39,632	34,712	35,448	35,379
Arizona	48,149	65,732	50,326	42,127	27,759	35,457	49,608
Arkansas	35,542	48,964	42,696	36,137	28,967	21,476	32,716
California	55,731	68,923	54,646	44,764	41,335	43,839	54,389
Colorado	43,718	57,096	47,785	40,277	30,944	28,500	37,032
Connecticut	54,172	72,120	54,676	44,748	35,682	41,621	26,513
Delaware	50,717	73,735	57,141	44,024	36,186	34,218	44,316
District of Columbia	52,994	74,858	54,266	44,028	35,800	32,680	34,891
Florida	43,502	52,602	46,210	40,309	33,541	31,479	40,651
Georgia	43,600	59,729	48,266	40,126	31,912	32,837	33,256
Hawaii	47,991	60,879	52,122	44,477	36,674	---	---
Idaho	39,680	50,407	43,011	36,652	29,958	21,495	38,479
Illinois	47,038	65,195	49,275	41,506	29,924	30,128	47,698
Indiana	41,714	58,436	46,420	39,350	28,499	31,733	31,461
Iowa	41,969	56,391	45,514	38,654	31,918	33,390	36,545
Kansas	38,039	53,977	41,797	36,079	30,309	29,193	35,139
Kentucky	39,955	52,722	41,775	36,715	28,765	28,004	18,723
Louisiana	38,929	54,975	45,015	37,892	28,867	22,453	33,003
Maine	41,405	54,362	45,975	37,470	32,621	31,981	34,780
Maryland	46,474	60,826	48,715	40,884	36,598	30,924	40,711
Massachusetts	51,583	62,643	52,821	44,094	33,373	41,933	35,555
Michigan	48,863	62,678	50,283	42,546	34,256	32,952	52,240
Minnesota	44,716	58,907	46,906	38,500	31,890	29,111	43,930
Mississippi	37,728	50,124	43,044	36,392	28,903	24,676	38,006
Missouri	42,100	58,493	46,824	38,288	32,721	29,332	33,488
Montana	37,800	49,403	41,821	36,848	31,099	24,670	31,706
Nebraska	39,106	55,240	44,836	37,700	31,568	26,335	33,204
Nevada	47,933	56,490	53,590	44,852	38,252	36,459	46,184
New Hampshire	44,710	52,823	46,248	37,987	31,444	41,420	30,217
New Jersey	54,479	74,776	57,954	44,979	34,866	38,175	37,970
New Mexico	38,069	49,050	42,177	36,205	30,641	30,110	30,845
New York	51,444	69,558	52,726	43,344	34,358	39,198	40,109
North Carolina	41,671	60,680	46,903	39,727	30,885	33,403	33,248
North Dakota	34,566	47,452	38,066	35,048	28,769	24,909	26,176
Ohio	44,859	59,591	47,402	40,167	32,299	29,724	39,573
Oklahoma	39,010	48,531	44,102	38,779	30,747	22,662	34,184
Oregon	42,547	55,323	44,637	37,506	31,237	25,638	42,788
Pennsylvania	48,683	66,420	52,156	42,750	32,960	32,749	25,980
Rhode Island	48,632	59,798	48,054	41,009	31,355	40,316	---
South Carolina	37,348	53,154	43,824	37,164	28,371	31,063	32,522
South Dakota	33,065	44,714	37,833	31,894	27,854	*	29,936
Tennessee	39,411	55,067	41,825	36,023	29,032	29,422	30,921
Texas	41,706	55,380	46,292	39,359	31,687	31,330	41,232
Utah	40,395	52,510	43,136	36,644	31,857	27,856	38,625
Vermont	40,612	55,559	43,856	37,227	29,339	34,896	31,723
Virginia	43,719	56,670	47,002	39,445	31,536	33,683	28,285
Washington	42,820	59,288	47,032	40,793	36,914	36,689	39,423
West Virginia	37,514	47,694	39,759	34,149	28,857	27,864	*
Wisconsin	46,709	56,355	45,705	39,888	33,470	33,675	50,054
Wyoming	34,754	47,226	42,800	36,600	26,591	29,479	32,222

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1997-98" survey.

APPENDIX A

SALARY SURVEY DESCRIPTION

Introduction

Salary data were requested from 3,913 postsecondary degree granting institutions in 1997 that were eligible for Title IV federal financial aid. The survey form (attached) was the same for all institutions surveyed.

Although this report presents data on the average salaries, tenure status and the count of faculty on 9- and 10-month contracts, the Salary Survey collected the following data:

Total salary outlays (in whole dollars), the total number of full-time instructional faculty that were paid those outlays, and the number of those faculty that have tenure, who are on tenure track, and the number not on tenure track. These data were collected by rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) for men and women, and for 9/10 - month and 11/12 - month contracts. In addition, salary outlays, total number, and tenure status was collected for full-time faculty on contract schedules other than 9/10 and 11/12 months. These data were not collected by rank or by gender.

Fringe benefits data (Part B of the survey form) were collected for those full-time instructional faculty reported on Part A. Fringe benefits expenditures (in whole dollars) and the number of full-time faculty covered, by length of contract (9/10 and 11/12- month contracts) were collected for the following benefits plans:

1. Retirement plans (other than Social Security)
2. Medical/dental plans
3. Group life insurance
4. Other insurance benefits (Cafeteria Plan, etc.)
5. Guaranteed disability income protection
6. Tuition plans (dependents only) restricted/unrestricted
7. Housing plan -- restricted/unrestricted
8. Social Security taxes
9. Unemployment compensation
10. Worker's compensation
11. Other benefits in kind with cash options

Confidentiality of Data

The confidentiality of individuals' salaries was preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below:

> "The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government."

APPENDIX B

SALARY SURVEY METHODOLOGY

Overview

The Salary survey is an annual survey, which was mailed to 3,913 institutions in 1997-98; 2,193 were sent to 4-year institutions; 1,720 were sent to 2-year institutions. Beginning in 1997-98 there were no less-than-2-year institutions included in the Salary mailout universe. However, it is possible that 8 institutions may have changed sectors after mailout. While they are included on the final data file the report does not include data for those institutions.

Prior to 1996, the salary universe was developed by selecting from the prior year's institutional characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first-professional degrees. Beginning in 1996, the subset of all postsecondary institutions that were eligible to participate in Title IV was validated by matching the IPEDS universe with the Postsecondary Education Participation System (PEPS) file which contains the Title IV eligibility status of postsecondary institutions. This file is maintained by the Office of Postsecondary Education (OPE). Using the PEPS file as the source for determining eligibility, 3,913 institutions were mailed the Salary Survey forms.

In addition, institutions were excluded from the survey based on responses to questions on the IPEDS Institutional Characteristics survey. The exclusions are:

a. All of the instructional faculty at this institution are employed on a part-time basis
b. All of the instructional faculty at this institution are military personnel
c. All of the instructional faculty at this institution contribute their services (e.g., are members of a religious order)
d. All of the instructional faculty at this institution teach preclinical or clinical medicine.

Salary Data Base Composition

The forms were mailed out in August 1997. The survey results were collected from November 15, 1997 through April 15, 1998. During this time period institutions were added to the universe and other institutions were deleted from the universe. Institutions were added if we were notified that an institution did not receive a survey form but met the requirements to be included in the Salary universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from follow-up telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

The overall response rate was calculated as the ratio of the number of completed questionnaires divided by the number of schools in the final universe. The final universe is derived by subtracting the number of institutions determined to be out-of-scope from the number of surveys mailed and adding in schools new to the universe. A summary of the universe and response rates are provided below:

TABLE B-1: SALARIES SURVEY RESPONSE TOTALS

Level	Mailed	Universe	Response	Response Rate
Total	3,913	3,906	3,655	93.6
4-year	2,193	2,221	2,092	94.2
Public	615	619	602	97.3
Nonprofit	1,465	1,464	1,364	93.2
For-profit	113	138	126	91.3
2-year	1,720	1,677	1,556	92.8
Public	1,088	1,073	1,026	95.6
Nonprofit	177	168	153	91.1
For-profit	455	436	377	86.5
Less than 2-years	0	8	7	87.5
Public	0	2	2	100.0
For-profit	0	6	5	83.3

Data Management

Follow-up for nonresponse was started on January 9, 1998 by telephone and letter. Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If these were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. Generated totals are indicated by an imputation flag code of 1. Also data for institutions with FICE codes were checked for consistency with their prior year's response. Data were imputed for total nonresponding institutions i.e., those that did not return a survey form.

Imputations

Partially Responding Institutions

In 1997-98, Salary imputation procedures were developed for partially responding institutions. However, where possible all missing data items were resolved during telephone follow-up with the institutions[1]. Data for any partially responding institution reporting data for summary lines (7, 14, 15, 22 and 30) and column (4 and 5) but no corresponding detail data for lines (1-6, 8-14, 16-21 and 23-28) and columns (1, 2, 3, and 4) were imputed[2].

I. The following describes the imputation procedures for partially responding institutions in a single imputation group:

   A. For institutions with prior year salary data the prior year data was prorated to reported totals for columns 1-3. Estimates were made at the lowest possible level and then aggregated.

   B. Columns 1-3 were added for each line to obtain imputations for column 4.

   C. A salary/faculty ratio was computed by dividing column 5 by column 4 for each non-summary line in prior year salary data.

---

[1] Partial responding institutions were those who reported, but included at least one cell "not reported" status code in Part A.

[2] Lines and column numbers refer to positions on the attached Salary survey form.

D. Column 5 interim figures for non-summary lines were added to obtain interim totals for lines and to prorate the interim figures to the reported salary for column 5.

E. For Institutions without prior year salary data, the same procedure above was used, except the group means were substituted for the prior year data.

II. For partially reporting institutions that provided summary lines and some detail, the detail were subtracted from the reported totals and then the same procedure as above was used for the remaining lines and the remaining summary line totals.

Total Nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups used to impute 1997-98 salary data.

1. All responding institutions were grouped into IPEDS sectors and BEA Region[3]. If any group had fewer than 20 institutions, it was merged with the groups from the adjacent BEA Region.

2. Sectors 1 and 2 (4-year public and private nonprofit) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees
   (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees and
   (c) all other schools (including schools with no Completions survey data)

3. Sectors 3, 6, and 9 (for-profit 4-year, 2-year, and less-than-2-year) were in 1 imputation group

4. Sectors 4 and 7 (public 2-year and less-than 2-year) were in 1 imputation group

5. Sectors 5 and 8 (Non-profit 2-year and less-than-2-year) were in 1 imputation group

II. For institutions that responded in 1996-97 and not in 1997-98, the following method was used:

A. A group ratio by sector was calculated for institutions responding in both 1996-97 and 1997-98. For each 1997-98 nonrespondent institution, the group ratio was multiplied by the institution's reported 1996-97 data to get an estimate for 1997-98 salary outlays and number of faculty. Data based on prior year's response are indicated on the salary data file by an imputation flag code of 3.

B. For all the reporting schools in each of the identified groups, the ratio for the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE) was computed (This was done for both the current and prior years). FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey.

C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

D. The average number of full-time instructional faculty per FTE enrollment for the sector was then

[3] Bureau of Economic Analysis.

multiplied by the FTE enrollment of the non-responding institution. This yielded an estimate for full-time instructional faculty for the nonresponding school.

E. To distribute the estimated total full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equals the sum of rows 15, 30 and 31 in column 4 of the Salary form.

F. Each institution's ratio of total full-time faculty to FTE enrollment for the prior year was computed. The prior year full-time faculty was then multiplied by the current year's FTE enrollment to obtain the imputation for the current year's total full-time faculty.

G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institutions prior year Salary report was multiplied by the ratio computed above in Step F.

H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.

I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.

J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.

III. For nonresponding institutions that reported salary data in the prior year but are not on the Fall enrollment file in either the current or prior year, the prior year's response was used as final imputes for columns 1-4 and interim imputes for column 5. To obtain the final imputes for column 5; the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.

IV. The imputation method below was used for nonresponding institutions **without** prior year Salary data, but with data on the Fall Enrollment file:

A. Using institutions that reported data for salary and fall enrollment, the following aggregates were computed:

1. The aggregate FTE on the Fall Enrollment file.

2. The aggregate for each cell of Part A on the Salary survey.

3. The total full-time faculty - men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31)

B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.

C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.

D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.

E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.

F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each institution FTE (Step E).

G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was computed to the group mean total full-time faculty from Step D.

H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1- 3 by the group average (Step B) to obtain faculty imputations for the nonresponding institution.

I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.

J. For each nonsummary line in the group means (Step B) the ratio of salary to faculty was computed.

K. The group mean salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school to obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

For totally nonresponding institutions, without prior year salary data, not on the current year Fall Enrollment file, the group means were used as imputations.

VI. Part B was not imputed for any nonresponding institution.

OMB No. 1850-0582: Approval Expires 04/30/98

FORM **IPEDS-SA**
(6-1-97)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY SURVEY 1997–98

Please read *the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

If there are any questions about this form, contact a Bureau of the Census IPEDS representative at (800) 622–6193 or FAX number (301) 457–1540, 7:30 a.m.—4:30 p.m. EST.

Date due: November 15, 1997

NOTE – The completion of this survey, in a timely and accurate manner, is **MANDATORY** for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S.C. 1094(a)(17).

For those institutions not required to complete this survey on the basis of the above requirements, the completion of this survey is voluntary and authorized by P.L. 103–382, National Education Statistics Act of 1994, Sec. 404(a).

Please correct any errors in the name, address, and ZIP Code.

RETURN TO

1. Name of respondent	**2.** Title of respondent	**3.** Telephone Area code, number, extension
4. E-Mail address		FAX number

If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form. →

- ☐ All of the instructional faculty at this institution are employed on a part-time basis
- ☐ All of the instructional faculty at this institution are military personnel
- ☐ All of the instructional faculty at this institution contribute their services (e.g., members of a religious order)
- ☐ All of the instructional faculty at this institution teach preclinical or clinical medicine

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, analyze, and disseminate statistics and other information related to education in the United States . . . ," (P.L. 103–382 National Education Statistics Act of 1994, Sec. 404(a)).

USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by state agencies to determine budgets for state-supported institutions and to make comparative studies with other states; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

Changes from the 1996–97 form for

1997–98 SALARIES, TENURE AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY

No changes this year.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 1850-0582. The time required to complete this information collection is estimated to vary from 30 minutes to 8.0 hours per response, with an average of 5.0 hours, including the time to review instructions, search existing data resources, gather and maintain the data needed, and complete and review the information collection. **If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to:** U.S. Department of Education, Information Management Team, Washington, DC 20202-4652. **If you have any comments or concerns regarding the status of *your individual submission* of this form, write directly to:**

National Center for Education Statistics/IPEDS
U.S. Department of Education
555 New Jersey Avenue, NW
Washington, DC 20208-5652

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

DO NOT RETURN INSTRUCTIONS

SA

COMBINED DATA FOR MORE THAN ONE INSTITUTION OR BRANCH

Note: If the institution or administrative unit named on this report is including Salaries survey data for other institutions or branches in this report, list the following information for the additional institutions or branches.

If information has been preprinted (based on last year's report) — *Verify that the information is correct for the current year. Please make any corrections in RED.*

UNITID	Institution name	Address	City	State	ZIP Code

Notes *(Reference part, line, and column)*

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Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1997—98

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty: Those on tenure track (2)	Number of nontenured faculty: Those not on tenure track (3)	Total number of faculty (Sum of columns 1—3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
	I. FACULTY ON 9/10-MONTH SALARY CONTRACTS					
	(a) MEN					
01	Professors					$
02	Associate professors					
03	Assistant professors					
04	Instructors					
05	Lecturers					
06	No academic rank*					
07	**TOTAL MEN** *(Sum of lines 1—6)*					$
	(b) WOMEN					
08	Professors					$
09	Associate professors					
10	Assistant professors					
11	Instructors					
12	Lecturers					
13	No academic rank*					
14	**TOTAL WOMEN** *(Sum of lines 8—13)*					$
15	**TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS** *(Sum of lines 7 + 14)*					$

*Institutions without standard academic ranks should report full time faculty here.

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1997—98 — Continued

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty: Those on tenure track (2)	Number of nontenured faculty: Those not on tenure track (3)	Total number of faculty *(Sum of columns 1—3)* (4)	TOTAL SALARY OUTLAY *(In whole dollars)* (5)
	II. FACULTY ON 11/12-MONTH SALARY CONTRACTS					
	(a) MEN					
16	Professors					$
17	Associate professors					
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	**TOTAL MEN** *(Sum of lines 16—21)*					$
	(b) WOMEN					
23	Professors					$
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	**TOTAL WOMEN** *(Sum of lines 23—28)*					$
30	**TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS** *(Sum of lines 22 + 29)*					$
31	**III. FACULTY ON LESS THAN 9/10-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN**					$

*Institutions without standard academic ranks should report full-time faculty here.

Part B - FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10 MONTH AND 11/12 MONTH SALARY CONTRACTS, ACADEMIC YEAR 1997-98

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures *(In whole dollars)* (1)	Number covered (2)	Expenditures *(In whole dollars)* (3)	Number covered (4)
32	Retirement plans (other than Social Security) Vested within 5 years	$		$	
33	Vested after 5 years				
34	Medical /Dental plans				
35	Group Life Insurance				
36	Other Insurance Benefits *(Cafeteria Plan, etc.)*				
37	Guaranteed Disability income protection				
38	Tuition plan *(Dependents only)* Restricted - *Mark (X) one box* 1☐Yes 2☐No				
39	Housing plan Restricted - *Mark (X) one box* 1☐Yes 2☐No				
40	Social Security Taxes				
41	Unemployment Compensation				
42	Worker's Compensation				
43	Other Benefits in kind with cash options				
44	**TOTAL**	$		$	

GENERAL INSTRUCTIONS — SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

Exclusions from reporting — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1997.

PART A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1997-98

General instructions for Part A — Sections I, II, and III — The following general instructions apply to all Part A — Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month) are provided in Part A, Sections I, II, and III.)

In reporting instructional faculty, include only those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply —

- Additional stipends for administrative, managerial, or other responsibilities should NOT be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank".
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (**NOTE** — Instructional faculty in all other fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

INSTRUCTIONS FOR COMPLETING THIS FORM

PART A — Salary Contract Lengths

Sections I, II, and III of this part provide instructions related to 9/10-month, 11/12-month, or less than 9/10-month salary contracts.

---

*If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.

PART A — SALARY CONTRACT LENGTHS — Continued

Part A, Section I: Full-time faculty on 9/10-month salary contracts — Also read the general instructions above before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

Column (1) — Faculty with Tenure — For each line report the number of full-time instructional faculty with tenure.

Column (2) — Non-tenured Faculty on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

Column (3) — Non-tenured Faculty Not on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured and are **not** in positions which lead to consideration for tenure. Also report all full-time instructional faculty for each line if the institution does not recognize tenure.

Column (4) — Total Number of Faculty — For each line, report the sum of columns (1), (2), and (3).

Column (5) — Total Salary Outlay — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

Part A, Section II: Full-time faculty on 11/12-Month Salary Contracts — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A, Section I for reporting data in columns (1) through (5).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1997-98

Report the projected fringe benefit expenditures which will be paid by the institution, state, and/or local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A, column (4) of this survey, EXCLUDING those on other than 9/10-month and 11/12-month contracts (PART A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 32 and 33 — Retirement plans (other than Social Security) — Report contributions by the institution, state, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by institution, state, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On Line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another state. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

Line 34 — Medical/dental plans — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

Line 35 — Group life insurance — Report expenditures by the institution to support the group life insurance program.*

Line 36 — Other insurance benefits (cafeteria plan) — Report contributions to insurance plans which cannot be reported separately on lines 34 and 35 (hospital, medical, surgical, dental care, and group life insurance) or plans which provide employee selected care options.*

*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1997-98 - Continued

Line 37 — Guaranteed disability income protection — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits.*

Line 38 — Tuition plan — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 38. If either of these conditions does not apply, mark (X) the "Yes" box one line 38.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the tuition benefit to the number receiving the tuition in the previous academic year to derive an estimate.

Line 39 — Housing plan — Report the expenditures in the form of cash payments or subsides to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 39. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 39. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.*

Line 40 — Social Security taxes — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1997. This amount should include taxes for Medicare and Old-Age, Survivors, and Disability Insurance (OASDI).*

Line 41 — Unemployment compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the state.*

Line 42 — Worker's compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the state.*

Line 43 — Other benefits in kind with cash options — Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.*

Line 44 — Total — Report the sum of expenditures on lines 32—43 for each of columns (1) and (3).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501 (a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The data base will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GLOSSARY
SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY — SA

FRINGE BENEFITS EXPENDITURES — Cash contributions (of the institution) in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

FULL-TIME INSTRUCTIONAL FACULTY — Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

HOUSING PLAN (RESTRICTED) — Plans which restrict beneficiaries to choose from only institution-owned housing.

LESS THAN 9/10-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions or 11/12 months.

OTHER INSURANCE BENEFITS (Cafeteria Plan) — An insurance plan that gives an employee the option of selecting a combination of health care and insurance benefits (e.g., hospital, medical, surgical, dental care, and group life insurance).

TENURE — Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK — Status of personnel positions that lead to consideration for tenure.

TUITION PLAN (RESTRICTED) — Plans for dependents (including spouses) of faculty members which restrict the beneficiary to attendance at only the institution where the faculty member is employed.

VESTED RETIREMENT PLAN — One in which the full amount of the contribution by the institution and by the state and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

9/10-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

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